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The Director of Central Intelligence

Washington, D.C. 20505

Intelligence Community Staff

3 OCT 1977

MEMORANDUM FOR: See Distribution

FROM: John N. McMahon
Acting Deputy to the DCI for the
Intelligence Community

SUBJECT: Request for Review/Comments on Supergrade Survey

1. (U) The attached is a revised draft of the survey of supergrade and executive positions in the Intelligence Community, which has been requested by the Office of Management and Budget. In addition, the covering memorandum which will forward the final report to OMB is included.

2. (U) Please review the draft and provide me your comments on its factual accuracy by 7 October 1977.

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John N. McMahon

Attachment:
As Stated

MORI/CDF Pages 3-90

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MEMORANDUM FOR: Edward R. Jayne
Associate Director for National Security
and International Affairs
Office of Management and Budget

FROM: John N. McMahon
Acting Deputy to the DCI for the
Intelligence Community

SUBJECT: Survey of Intelligence Community Supergrade
Positions

1. I am forwarding the attached Survey of Intelligence Community Supergrade Positions which was prepared by the IC Staff in response to a January 1977 request from the Director of the Office of Management and Budget.

2. Based on my review of the survey and discussions with senior members of the Intelligence Community, I have reached the following conclusions concerning the issue of supergrade structure within the Intelligence Community:

a. The supergrade structure for the Intelligence Community in aggregate is reasonable and consistent with other Government agencies which have comparable responsibilities. Each agency has a rigorous system for determining its needs for supergrade positions and their allocation within the organization. Overall, it is my judgment that the numbers are roughly right. There are some imbalances among components of the Intelligence Community which will be examined further. One example is the DIA where I believe that an increase in the number of supergrades may be justified in order to bring the analytical elements of the DIA to a comparable level with other major programs and to improve career opportunities within that organization. I will address this issue in the forthcoming budget review.

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SUBJECT: Survey of Intelligence Community Supergrade Positions

b. While the question of supergrade levels is an important and sometimes emotional personnel issue, its impact on the budget is relatively insignificant. Because of the compression of salaries at the high grades (which will be exacerbated by the 1 October raise), there is not a large difference between mid-level GS-15 and supergrade salaries.

c. While determining ratios and examining numbers of supergrades is important, the emphasis should not be on statistics but, rather, on the quality of the output. In the final analysis, such "output" assessment is the best basis for judging how an organization should be structured and manned. The IC Staff will be pursuing this kind of assessment in the future.

John N. McMahon

Attachment:
Survey of Intelligence
Community Supergrade Positions

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